FY 2025 INSPIRE Initiative

Appendix 5: Application and Program Development Resources

This resource compendium provides relevant community, state, and national information to help INSPIRE applicants gather data to inform their project and write a successful application. It is not meant to be comprehensive, but merely a starting point to inform the applicant's SUD recovery-to-work and ecosystem building efforts.

SUD Evidence-Based Practices	Substance use evidence-based practice (EBP) refers to the integration of the best available research evidence, using scientifically validated approaches and interventions that have been shown to be effective in treating addiction and related SUD issues. • Clearinghouse for Labor Evaluation and Research (CLEAR): A resource hosted by the U.S. Department of Labor, provides reviews of research on labor-related programs and interventions to inform policy and practice. • CrimeSolutions: A resource hosted by the National Institute of Justice, is an evidence-based resource that evaluates and rates criminal justice, juvenile justice, and crime victim services programs and practices to inform policymakers and practitioners. • Evidence Exchange: The Evidence Exchange, managed by AmeriCorps, is a central hub for research and evaluation findings on national service programs and their impact on communities and participants. • Pathways to Work Evidence Clearinghouse: The Pathways to Work Evidence Clearinghouse, by the U.S. Department of Health and Human Services, provides evidence-based reviews of programs and interventions designed to help job seekers with low income achieve stable employment and self-sufficiency. • Results First Clearinghouse Database: The Results First Clearinghouse Database, developed by The Pew Charitable Trusts, is a comprehensive resource that compiles evidence-based information on the effectiveness of various programs to help policymakers and practitioners make informed decisions. • Self-Sufficiency Research Clearinghouse: A resource by the U.S. Department of Health and Human Services that provides research and information to support programs and policies aimed at promoting economic self-sufficiency for individuals and families. • What Works Clearinghouse (WWC): A resource from the U.S. Department of Education that reviews and reports on

	research-based evidence of the effectiveness of educational programs, practices, and interventions. • Substance Abuse Mental Health Services Administration (SAMHSA) - Offers comprehensive resources, treatment locator tools, and guidelines for best practices in addiction treatment. • National Institute on Drug Abuse (NIDA) - Provides research findings, information on treatment options, and resources for both professionals and patients. • The Cochrane Library - Contains systematic reviews on various interventions for substance use disorders, helping identify effective practices based on comprehensive research. • National Association of State Alcohol and Drug Abuse Directors (NASADAD) - Provides information on state-level policies and practices, along with resources for professionals. • American Society of Addiction Medicine (ASAM) - Publishes guidelines, clinical resources, and position statements on addiction treatment.
Recovery-to-Work Ecosystem Builders Guide	Created by ARC and its partners at the Center for Regional Economic Competitiveness (CREC), the Recovery-to-Work Ecosystem Builders Guide provides a step-by-step approach to orient community leaders as they seek to coordinate regional stakeholders and help individuals transition from recovery to career.
Department of Labor (DOL) Recovery-Ready Workplace (RRW) Toolkit	The Recovery-Ready Workplace Toolkit: Guidance and Resources for Private and Public Sector Employers is designed to help businesses and other employers prevent and respond more effectively to substance misuse among employees, build their workforces by hiring people in recovery, and develop a recovery-supportive culture. It is also intended to serve as a resource to states, local governments, labor organizations, business groups, and nonprofits considering launching multi-employer Recovery-Ready Workplace (RRW) initiatives at the local or state levels.
State Office(s) of Rural Health	With national leadership provided by the National Organization of State Offices of Rural Health (NOSORH), State Offices of Rural Health (SORH) support rural communities in developing community leaders, capacity building, partnership development, information sharing, and various forms of technical assistance. Alabama: https://www.alabamapublichealth.gov/ruralhealth/ Georgia: https://dch.georgia.gov/divisionsoffices/state-office-rural-health Kentucky: https://medicine.uky.edu/centers/ruralhealth/kentucky-office-rural-health Maryland: https://health.maryland.gov/pophealth/Pages/Rural-health.aspx Mississippi: https://msdh.ms.gov/msdhsite/_static/44,0,111.html New York: https://www.health.ny.gov/ North Carolina: https://www.ncdhhs.gov/divisions/orh

	Ohio: https://odh.ohio.gov/know-our-programs/state-office-of-rural-health/sorh/ Pennsylvania: https://www.porh.psu.edu/ South Carolina: https://scorh.net/ Tennessee: https://www.tn.gov/health/health-program-areas/rural-health.html Virginia: https://www.vdh.virginia.gov/health-equity/division-of-rural-health/ West Virginia: https://dhhr.wv.gov/ruralhealth/Pages/default.aspx For a list of each SORH's direct contact information, see here.
State Rural Health Associations	Lead by the National Rural Health Association (NRHA), state rural health associations serve to improve the health of rural communities through education, advocacy, fostering partnerships, and various other forms of technical assistance. Alabama: https://arhaonline.org/ Georgia: http://grhainfo.org/ Kentucky: https://kyrha.org/ Maryland: https://www.mdruralhealth.org/ Mississippi: https://msrha.org/ New York: https://nysarh.org/ North Carolina: https://foundationhli.org/ncrha/ Ohio: https://www.ohioruralhealth.org/ Pennsylvania: https://paruralhealth.org/ South Carolina: https://scorh.net/ Tennessee: https://www.tnruralhealth.org/ Virginia: https://vrha.org/ West Virginia: https://wvrha.org/
ARC Local Development Districts	Local Development Districts (LDDs) — Also known as local Council of Governments, Regional Planning and Development Commissions, or Area Development Districts, LDDs are multi-county planning organizations facilitating community-based and regionally driven economic development. Guided by local leaders, elected officials, business representatives, and other community stakeholders, ARC relies on LDDs to lead and leverage local partnerships to support grantees in their project efforts.
Appalachian Funders Network	A network of funders dedicated to Appalachia, Appalachian Funders Network (AFN) provides opportunities for technical assistance, capacity building, and funding opportunities across a wide variety of health and non-health topic areas important to the Appalachian Region.
Recovery Ecosystem Index Mapping Tool	The Recovery Ecosystem Index Mapping Tool allows community organizations, policymakers, researchers, substance use treatment providers, other decision-makers, and the general public to explore county-level maps and create data dashboards to understand and measure the strength of substance use recovery ecosystems in their communities, and where additional resources are most needed to provide support to individuals in recovery. Insights derived from this

	tool can be used to target resources and interventions to enhance recovery ecosystems.
Department of Labor's Recovery-Ready Workplace Hub	The Department of Labor's Recovery-Ready Workplace Hub is a [resource hub](#) designed to support communities, employers, and individuals in recovery navigate the benefits of a recovery ready workplace (RRW). See subsequent pages (below) for the RRW consensus statement as approved by the Office of National Drug Control Policy (ONDCP). Please note that ONDCP's RRW model is complementary to the INSPIRE Initiative, but not the sole focus of the INSPIRE recovery-to-work ecosystem model.
Appalachian Diseases of Despair	This study, updated in 2024, [analyzes the impact of diseases of despair](#) on mortality within the Appalachian Region, focusing on mortality from three main causes: alcohol, prescription drugs, and illegal drug overdose; suicide; and alcoholic liver disease/cirrhosis of the liver. It includes data through 2021 and serves as an update to previous ARC reports exploring the same issues.
Shatterproof – Addiction Treatment Locator, Assessment, and Standards (ATLAS) Platform	Created by Shatterproof, a national non-profit leading the way in SUD stigma reduction, the [ATLAS platform](#) was created to assist individuals in searching for and comparing addiction treatment facilities in order to provide high-quality, evidence-based SUD care. Please note that at present, this platform only includes facilities in the following Appalachian states: New York, North Carolina, Pennsylvania, and West Virginia.
Rural Health Information (RHI) Hub	RHI's [Substance Use and Misuse in Rural Areas](#) website provides timely information, toolkits, data, case studies, and other resources to help communities address their SUD challenges.
Additional Resources	[White House U.S. Playbook to Address Social Determinants of Health](#) - Provides a great synopsis of SDOH's, pillars to improving population health, guidance, and toolkits. [HRSA Rural SUD Info Center](#) – Provides a collection of best practices, tools, and research for rural communities as they work to build and strengthen a comprehensive approach to SUD. [Opioid in Appalachia – The Role of Counties in Reversing a Regional Epidemic](#) provides recommendations and case studies designed to aid Appalachian leaders in their efforts to formulate a cohesive opioid response. [Curated Library about Opioid Use for Decision-makers](#) (CLOUD) is an online collection of curated, evidence-based resources on opioids and the opioid crisis in the United States. The site's goal is to make it easier for decision-makers, including policy-makers, community leaders, payers, providers, patients, and caregivers, to find the actionable information they need to create innovative solutions. [Overdose Mapping Tool](#) is a data-visualization tool that integrates overdose mortality rates for each Appalachian county with community factors such as unemployment, poverty, and disability

rates. Users can compare county-level information to the rest of the Region and see a visual representation of how the data has changed over time.

[Substance Use Cost Calculator for Employers](#) is an easy-to-use tool providing business leaders with specific information about the cost of substance use (including prescription drug use and misuse, alcohol use and misuse, opioid and heroin addiction, as well as use of other illicit drugs and cannabis) in their workplace based on size of employee base, industry, and state.

[Substance Use Disorders Recovery with a Focus on Employment](#) is a guide that reviews the literature and science, examines best practices, identifies key components of peer-reviewed models that affect SUD policies and programs, and identifies challenges and gaps in implementation.

[Addiction Technology Transfer Center (ATTC) Network](#), established by the Substance Abuse and Mental Health Services Administration, hosts coordinating offices across the county—including in Appalachia—and can be a resource to support communities in fostering regional and national alliances, and accelerating the adoption of evidence-based SUD treatment and recovery services. Each [regional office](#) has its own field staff, resources specific to the needs of that area, and targeted opportunities for technical assistance.

[Practical Guide for Expanding the Community-based Behavioral Health Workforce](#) presents best practices for expanding community-initiated prevention and care, information on the role of behavioral health specialists, examples of community-based models of care, and resources for communities working to ensure community members' well-being.

Office of National Drug Control Policy (ONDCP) Recovery Ready Workplace (RRW) Consensus Statement

Recovery-ready workplaces are characterized by the adoption of policies and practices that:

- expand employment opportunities for people in or seeking recovery;
- inform employees in recovery that they may have the right to reasonable accommodations and other protections that can help them keep their jobs;
- reduce the risk of substance use and substance use disorder, including through education and steps to prevent injury in the workplace;
- facilitate help-seeking among employees with substance use disorder; and,
- ensure access to needed services, including treatment, recovery support, and mutual aid.

The benefits of recovery-ready workplaces to employers, employees, and the broader public are enormous – reducing turnover, improving productivity, reducing health care costs,

expanding the labor force, and promoting overall worker well-being and recovery. Employers adopting such policies also help to ameliorate societal stigma and misunderstanding by fostering a culture in which substance use disorder is recognized as a health condition and individuals in or seeking recovery are welcomed and supported in the workplace.

Recovery-ready workplace policies may include:

- Developing and implementing innovative approaches for recruiting and creating employment opportunities for people in or seeking recovery, such as second-chance and supported employment models (like Individual Placement and Support) for people with or in recovery from substance use disorder;
- Leveraging tax credits, bonding programs, and partnerships (e.g., with treatment, recovery support, and workforce organizations; problem-solving courts; and other public or private entities) to facilitate the identification and onboarding of people with or in recovery from substance use disorder and/or to meet the needs current employees affected by addiction to alcohol or other drugs;
- Adopting explicit branding as a recovery-ready or recovery-friendly employer, communicating what that entails to current and prospective employees and the broader community;
- Establishing a team specifically responsible for overseeing efforts to become and remain a recovery-ready workplace; and,
- Launching or accommodating peer support networks that may deploy recovery mentors or peer specialists and educators to their employees.

The federal government, non-federal public sector, and the private sector can all establish recovery-ready workplaces. Additionally, states, local governments, unions, trade, or industry groups, chambers of commerce, or independent entities such as community-based organizations, can lead multi-employer efforts that offer training, technical assistance, consultation, and certification as recovery-ready workplaces.